

**CHULA VISTA**  
POST OFFICE BOX 697



**FIRE FIGHTERS**  
CHULA VISTA, CA 91910

LOCAL 2180, I.A.F.F.

#### PROPOSALS:

The City submitted a proposal on 2.13 PROFESSIONAL ENRICHMENT on July 23, 2013. IAFF submits the following counter proposal.

#### CURRENT LANGUAGE:

Employees represented by Local 2180 are eligible to participate in the City's Professional Enrichment Program. The Professional Enrichment Fund allotment for Local 2180 is \$35,000 each fiscal year. Employees are eligible to receive up to \$1,000 per fiscal year for Professional Enrichment. Funds may be used at any time during the fiscal year. Fiscal year reimbursement under the City's Professional Enrichment Plan will be closed the second Thursday in June. Employees may request professional enrichment expenses in accordance with state and federal law. Employees must receive approval from the Fire Chief, Deputy Chief(s) or their Battalion Chief and the City Manager's designee before funds may be claimed for reimbursement. Reimbursements are on a first come, first serve basis until the annual allotment of funds has been exhausted. If more the 35 unit employees apply for Professional Enrichment reimbursement, the annual allotment shall be increased the following fiscal year to an amount equal to the product of \$1,000 times the number of applicants in the proceeding year.

#### CONCERN:

Employees should be able to claim memberships including IAFF, CPF, and other professional memberships. These memberships allow individuals certain membership opportunities for training and education directly related to their field.

#### PROPOSAL:

Employees represented by Local 2180 are eligible to participate in the City's Professional Enrichment Program. The Professional Enrichment Fund allotment for Local 2180 is \$35,000 each fiscal year. Employees are eligible to receive up to \$1,000 per fiscal year for Professional Enrichment. Funds may be used at any time during the fiscal year. Fiscal year reimbursement under the City's Professional Enrichment Plan will be closed the second Thursday in June. Employees may request professional enrichment expenses in accordance with state and federal law. Employees must receive approval

from the Fire Chief, Deputy Chief(s) or their Battalion Chief and the City Manager's designee before funds may be claimed for reimbursement. Reimbursements are on a first come, first serve basis until the annual allotment of funds has been exhausted. If more the 35 unit employees apply for Professional Enrichment reimbursement, the annual allotment shall be increased the following fiscal year to an amount equal to the product of \$1,000 times the number of applicants in the proceeding year.

Reimbursement to include IAFF, CPF, and similar professional memberships.

#### RESULTS:

Employees are allowed to claim memberships to IAFF, CPF, and other professional memberships that allow individuals training and education directly related to their field.